

Officer Guadalupe M. Campbell, #0953
San Antonio Police Department
San Antonio, Texas

Fire Fighters' and Police Officers' Civil Service Commission
111 Soledad, Suite 123
San Antonio, Texas 78205

LEGAL ADVISOR CFC.
FEB 04 2015
CITY ATTORNEY'S OFFICE
SAN ANTONIO, TEXAS

AGREED SUSPENSION

Commissioners and Officer Guadalupe M. Campbell:

WHEREAS, Officer Guadalupe M. Campbell, pursuant to Article XXVII, Section 2 of the Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association, was served on October 22, 2014, with a contemplated indefinite suspension; and

WHEREAS, pursuant to said contract, Officer Campbell was given an opportunity to rebut those charges being brought against her to Police Chief Anthony L. Treviño, Jr.; and

WHEREAS, said opportunity was exercised by Officer Campbell; and

WHEREAS, Officer Campbell and Chief Treviño have agreed to reduce the discipline in this matter to a twenty-day suspension without pay and have also agreed that after serving said suspension or surrendering sufficient eligible leave days, Officer Campbell will resign her position with the San Antonio Police Department on or before March 15, 2015; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Campbell shall be suspended without pay from the San Antonio Police Department for a period of twenty days, commencing on February 23, 2015, and ending on March 14, 2015. Officer Campbell waives any rights to appeal this Agreed Suspension and agrees no administrative or judicial body shall have power to review this Agreed Suspension or alter the terms of this agreement.

Officer Campbell has violated Subsection C of Rule XIII of the City of San Antonio Fire Fighters' and Police Officers' Civil Service Commission Rules, said rules having been adopted on February 23, 1998, and thereafter from time to time amended, by the Fire Fighters' and Police Officers' Civil Service Commission as the Civil Service Rules for the Fire and Police Departments of the City of San Antonio. The particular civil service rules violated by Officer Campbell and grounds for suspension are as follows:

- (12) Violation of an applicable fire or police department rule or special order.

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The Rules and Regulations and Procedures of the San Antonio Police Department which Officer Campbell has violated are as follows:

RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC: Members shall serve the public through direction, counseling, assistance, and protection of life and property. Members shall also respect the rights of individuals and perform their services with honesty, sincerity, courage, and sound judgment. (C) CONDUCT AND BEHAVIOR: Members, on-duty or off-duty, shall be governed by the ordinary and reasonable rules of good conduct and behavior, and shall not commit any act tending to bring reproach or discredit on themselves or the department.

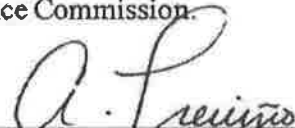
The factual basis for the instant disciplinary suspension is as follows:

On or about Friday, May 2, 2014, Officer Guadalupe M. Campbell brought reproach and discredit to herself and to the Department when she initiated a disturbance at a residence that was not her own. She went to this residence, located at [REDACTED] to speak to [REDACTED] Charles Campbell, but was asked to leave by Mr. Campbell and the home owner. Officer Campbell did not leave and proceeded to punch Charles Campbell with a fist, and kicked and punched him in the groin. Mr. Campbell suffered bodily injury as a result of Officer Campbell's actions.

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A copy of the instant disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

AGREED TO BY:


ANTHONY L. TREVINO, JR.
CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT

2/3/15
DATE


OFFICER GUADALUPE M. CAMPBELL, #0953
SAN ANTONIO POLICE DEPARTMENT


2/2, 2015 1516
DATE TIME

On this 2 day of Feb, 2015, I hereby acknowledge receipt of the original of the foregoing Agreed Suspension. I acknowledge having received notification that I have fifteen days from the date of receipt of this suspension during which to file a written appeal of this suspension with the Personnel Director of the City of San Antonio requesting either arbitration or the hearing of my appeal by the Fire Fighters' and Police Officers' Civil Service

Commission. I acknowledge that I have been informed that if I appeal to a hearing examiner/arbitrator, I waive all rights to appeal to a district court except as provided by subsection 143.057(j) of the Texas Local Government Code. I also acknowledge that I have been informed that my right to appeal the decision of a hearing examiner/arbitrator to district court pursuant to section 143.057 of the Texas Local Government Code may have been modified by the provisions of article 28 of the current Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association. I further acknowledge that in light of my entry into this Agreed Suspension, I shall have no right to appeal said suspension nor will any administrative or judicial body have power to review same or alter its terms. I do hereby waive any and all rights to appeal said suspension and no administrative or judicial body shall have power to review same or alter its terms.


OFFICER GUADALUPE M. CAMPBELL, #0953
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:


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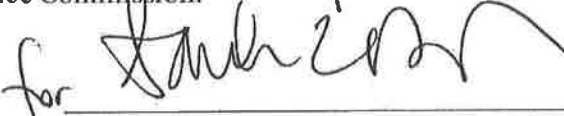
TIME: 1517

DATE: 2/2/15

TIME: 1516

DATE: 2/02/2015

FILED on this the 4th day of February, 2015, with the Fire Fighters' and Police Officers' Civil Service Commission.

for 
DIRECTOR, FIRE FIGHTERS' AND POLICE
OFFICERS' CIVIL SERVICE COMMISSION

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